



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 1/16/18	<u>Interviewer:</u> Lafayette Baker	RFA #18 – 04
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Student		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> [REDACTED], Faculty		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female x Administrator ☐ Faculty ☐ Staff ☐ Student x
 Concern Regarding: Male x Female ☐ Administrator ☐ Faculty x Staff ☐ Student ☐

Category: *(Please check at least one)*

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|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | X Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
1/16/18	[REDACTED] and her mother came to the EO Office	[REDACTED] and her mother wanted to talk to someone in EOO regarding a professor. Hailey gives LB message to call back.
1/17/18	LB called [REDACTED]	<p>[REDACTED] explained that in Fall 2017, she was in [REDACTED] class. During one of the early classes, he started talking about Native Americans, and they read a book called "[REDACTED]" and the [REDACTED].</p> <p>[REDACTED] During the class, [REDACTED] started using the term "Indian" to describe Native Americans.</p> <p>[REDACTED], who identifies as Native American, was offended that [REDACTED], who is White, was using that term in class. Two weeks after the quarter started, she went into [REDACTED] office</p>

		<p>hours and requested that he stop using the term “Indian.” [REDACTED] said in the books he reads, it is okay to use the term.</p> <p>In the next class, [REDACTED] said they were talking about the book during a class discussion. She said [REDACTED] said, “I want to talk about terminology,” and then he said it is okay to use the term “Indian” because it is academically correct.</p> <p>[REDACTED] explained that [REDACTED] continued to use the term throughout the quarter. He also said other disparaging statements about Native Americans. For example, he said, “Indians are racist towards whites because they make generalizations.”</p> <p>In addition, [REDACTED] believes [REDACTED] retaliated against her for speaking up about how she was offended, by giving her a C-minus on all her papers and quizzes, and a C- in the course.</p>
1/26/18	LB met with [REDACTED]	<p>LB explains the EO Office Resolution processes, including differences between the informal resolution process and filing a formal discrimination complaint. LB also discusses the EO Office’s limits on confidentiality (including the Public Records Act) and the prohibition against retaliation, as well as resources and reporting options. [REDACTED] did not indicate she wanted to file a formal complaint, but she wanted this resolved.</p> <p>She repeated and elaborated on the information she gave in her phone conversation with LB on 1/17/18. On the first day of [REDACTED] course with [REDACTED], he used the term “Indian” regularly which offended [REDACTED]. She identifies as Native American.</p> <p>A couple of weeks into the quarter, they talked about Indigenous people and Native Americans and [REDACTED] continued to use the term “Indian.” He then said he wanted to talk about terminology, and said it is okay to use the term “Indian” because it is academically correct. [REDACTED] raised her hand and said that is incorrect; the correct terminology is American Indian or Native American, or you can use specific tribe names. [REDACTED] said okay and the class went on.</p> <p>[REDACTED] went to [REDACTED] office hours and asked him why did he think it was okay to use the term “Indian” in class. He said because it is academically correct. She then asked him what experience he had with Indigenous cultures. He said he does not have any, but he does teach [REDACTED]. She asked him how does he identify, and he told her he identified as a white male from South Carolina.</p> <p>During another class session, he said that Natives were pressured</p>

	<p>off their land. [REDACTED] walked out the class after he said that because she believes that is an incorrect statement. She said Native Americans were forcefully removed, their kids were stolen, women were raped, and they were killed. She said it was a genocide of Native American people, and [REDACTED] did not recognize the genocide. [REDACTED] walked out because she felt it was an unsafe environment.</p> <p>During another class session, [REDACTED] said Natives were racist towards whites because they made generalizations. She does not know what he meant by that statement.</p> <p>On one of her exams, [REDACTED] received a 74, and she does not believe it is the grade she deserves. She said she clearly did everything he told her to do on the exam. She believes he gave her a lower grade because of some of the comments she made during class and to him in his office hours and comments she wrote on her exams. She believes [REDACTED] retaliated against her.</p> <p>She got a 75 on her final essay, and she also does not agree with that grade. She got a C- minus in this course, and on all her assignments she got a C or C-. Other people in the class got higher grades, and she did more work than them.</p> <p>Last quarter, she took three classes, and got an A in her seminar class and B+ in her [REDACTED] class. Based on the grades that she got in her other two classes, and the grades that other students got in the class, she believes that it does not make sense for her to have a C-.</p> <p>After the quarter ended, she had a meeting with [REDACTED], her mom, and [REDACTED] Department Chair, [REDACTED]. During this meeting, [REDACTED] mom asked [REDACTED] why her daughter got a C- on her paper, and he just gave her the paper with the edits on it. Her mom is a college professor at [REDACTED] and she reviewed the paper and said it is A level work. [REDACTED] mom had another college professor read it who also said it was A level. [REDACTED] mom asked [REDACTED] additional questions about the paper, and he did not respond to her. He was very quiet during this meeting. [REDACTED] mom told him "Indian" is not the right term to use. She told him it was insider-outsider language. [REDACTED] said maybe this is not just his problem, maybe this is the [REDACTED] department's problem. Maybe they are teaching the wrong history.</p> <p>As an outcome, [REDACTED] wants [REDACTED] curriculum to include having actual Indigenous people come into the class and talk about their own personal tribal history. She does not believe he should be allowed to teach classes about [REDACTED] or [REDACTED]. She also wants her final paper grade</p>
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		<p>to be changed, and her grade in the class to be changed. She also wants to compare her paper to others in the class.</p> <p>██████████ emailed her about setting up a meeting. He said she could revise some of her papers for a higher grade.</p>
1/29/18 and 2/6/18	██████████ emailed LB	<p>██████████ sent LB her exams with her comments to ██████████ on them, as well as a note to ██████████ that she had written.</p>
2/6/18	LB called ██████████	<p>LB called to say he received ██████████ emails. ██████████ indicated that when she met with ██████████ and her mother, she asked him if he received what she wrote on the test about feeling unsafe because of the things he said in class. He said he did receive it, and he told his previous Department Chair about it, and his department chair said to ignore it and not to respond.</p> <p>She asked him why, and he said he did not have time to deal with students like that. She believes that it is an odd statement for a professor to say to a student in a classroom. She thought it was disrespectful. She said if you are not going to take care of some of your student's needs, you probably should not be a teacher.</p>
2/7/18	SGS and LB met with ██████████ and ██████████ (union rep)	<p>SGS and LB talked to ██████████ about his experience with ██████████</p> <p>██████████ said that he had a meeting with ██████████ and her mother, and they suggested that he may have penalized ██████████ because she brought up the issue. Earlier in fall quarter, he was making an impromptu point about the different terms historians use in order to explain that there is an uncertainty in our culture about what are the proper terms. He came to Western and learned there is confusion on the part of the students about term usage for Native American, Indian, and Indigenous. He was making the point in class that he would use the three main terms interchangeably because that is how academic historians use the terms.</p> <p>At that point, he believes ██████████ raised her hand. He thought it was a miscommunication, and he does not remember exactly what she said but she had some sort of critical comment about the terms he was using. He believes she came up to the front class to either continue that conversation or touch base. He then told her he appreciated her speaking up in class.</p> <p>At some point she came to his office to talk about this more and to explain how she sees these terms. She started by asking if he knew any Native Americans. She made it clear she did not like the use of the terminology that she did not like that term "Indian"</p>

		<p>and it was problematic. He listened to her, and explained how historians use these terms. He explained that as an historian, he goes by what the academic historians use. These are not his terms. They are terms that are used in the literature, with great frequency.</p> <p>██████ said he was aware she was offended by the term Indian, but he did not come away with a clear sense about her personal feelings.</p> <p>██████ explained that there were a couple of things that came up in her meeting with ██████, her mother, and ██████. Her mother started making accusations, and ██████ just mostly sat quiet. The mother was doing most of the talking. The mother claimed that ██████ said in class, “that Native Americans were pressured off of their land” and that this diminished the idea that they were forced off their land and killed. ██████ explained that literature is more complex. The book from Harvard Press talks about what is so insidious about removal of Indians, and there is a mix of trickery and unfair dealing, in addition to killing them.</p>
2/13/18	LB called ██████	LB would like to schedule a subsequent meeting with ██████ his union rep, and SGS
2/13/18	LB left voicemail for ██████	
2/14/18	LB called ██████	LB gave ██████ an update regarding the informal inquiry.
2/14/18	██████ emailed LB	██████ provided available times to schedule a meeting
2/15/18	LB emailed ██████	LB confirmed a 2/26 4pm meeting
2/26/18	SGS and LB met with ██████ and ██████	<p>██████ indicated that when he thinks of the correct term for dispossessing Native Americans of their land, he is thinking of genocide, legal fraud, situations that involved federal congress, moving policy. He said this is complex, and he often tell students if you come out of this class feeling you know less, you’ve succeeded because of how complex history is. He said he is thinking on how he can improve teaching these issues because of the controversial nature of the language we have on aspects of colonization. ██████ said historians spend a great deal of time discussing how to refer to these historical issues. SGS and LB discussed how important it is for ██████ to provide context on first day of class and to indicate that there are some people who disagree with using the term “Indian” and find it offensive and</p>

		<p>explain that the literature in history uses this term interchangeably and acknowledge that it is not used in a derogatory way. He also said he would provide context to explain that while there may have been trickery and other politics at the time to remove Native Americans from their land...that he will provide context and acknowledgement about genocide of this community of people.</p> <p>SGS and LB indicated that they will:</p> <ol style="list-style-type: none"> 1. Let ██████ know that ██████ will consider providing context of the use of the term "Indian" and the issue of genocide of Native American people and then talk about how a number of different perspectives will be discussed and the complexity of the historical overview. 2. Ask ██████ to reach out to ██████ to inquire about redoing papers for a higher grade. 3. Let ██████ know that ██████ will consider having Indigenous people come to tell their histories. He had been thinking about that for his upper division classes.
3/1/18	LB met with ██████ and her mother, ██████	<p>LB talked to ██████ and her mother about the multiple meetings that he and SGS had with ██████. LB explained that the meeting went very well, and SGS, LB, and Professor ██████ had informative discussions about the concerns ██████ had raised.</p> <p>LB explained that ██████ indicated that he will consider providing context regarding terminology, especially the term "Indian" the issue of genocide of Native American people, and then talk about how a number of different perspectives will be discussed and the complexity of the historical overview.</p> <p>LB said ██████ continues to be open to having ██████ redo her papers that she is concerned about. In addition, ██████ will consider having Indigenous people come into the class and talk about their own personal tribal history, and explained that ██████ had been thinking about that for his upper division classes.</p> <p>LB also explained that as a historian, ██████ goes by what the academic historians use and that ██████ clarified these are not his terms, but are terms that are used in the literature with great frequency.</p> <p>██████ and her mother became visibly upset and angry and said that was the same thing that was said in their meeting with ██████ and ██████. ██████ said she is not redoing her paper, and ██████ is changing her grade. She said she believes ██████ discriminated against her. ██████ said she</p>

		<p>wants to hire a lawyer, and she will contact the ACLU and the Southern Poverty Law Center regarding this situation. [REDACTED] and her mother then left.</p> <p>SGS was returning from another meeting and saw [REDACTED] and her mother in the hallway in front of the EO Office. They were visibly upset. SGS told them she regretted they were upset and invited them in to talk with her. They refused. SGS indicated that she was happy to talk or meet with them at any time.</p>
3/8/18	SGS emailed [REDACTED]	<p>SGS emailed [REDACTED] and indicates that she was very sorry and apologizes to her and her mother that she was not able to be at last meeting with LB. She also regrets that the EO Office was not able to resolve her concerns through an informal process.</p> <p>She explains that [REDACTED] has a right to file a formal complaint with the EO Office and attaches links with EO policies and complaint procedures.</p> <p>SGS also provided information about how to file an academic grievance, attached a link with more information, and gave contact information for Michael Sledge, Assistant Dean of Students.</p> <p>SGS also indicates that the EO Office is happy to meet with her at any time to further assist her.</p>
3/12/18	[REDACTED] called SGS and LB	<p>SGS explains to [REDACTED] that [REDACTED] and her mother met with LB on 3/1/18. SGS told [REDACTED] that [REDACTED] and her mother were not happy with the outcomes that were provided to them. They don't believe that [REDACTED] should have to redo her papers.</p> <p>SGS told [REDACTED] that they indicated that they may work with outside agencies to further pursue this situation.</p> <p>SGS followed up with Rich Brown, Union Rep.</p>